

A large, semi-circular photograph of a woman with dark hair and glasses, smiling warmly. She is wearing a light blue blazer. The background is a blurred office setting with computer monitors.

Taking the headache out of Pay & Grading

As Pay and Grading concerns continue to occupy the education sector, the challenge for universities and colleges alike is to minimise inequality within their workforce and to establish a cohesive and fair reward structure that is fit for the future.

Issues such as the impact of the National and Real Living Wage on pay and grade structures and the requirement to protect equal pay, along with grade boundary issues and 'grade drift', are all hurdles that highlight the need to act quickly to get these things right.



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How ECC can help?

ECC can assist you in delivering an effective and robust pay and reward structure.

Well-versed in dealing with the reward issues facing the education sector, our team of highly experienced consultants support some of the largest and most prestigious universities and colleges in the country.

We'll work closely with you to assess and analyse your workforce data and provide an extensive set of recommendations. Our competitive rates ensure you receive a value proposition ready to deploy.

Our experience

Our experience has been gained through successfully delivering many pay and reward management projects within education, public and private sector, both in the UK and internationally.

Our team has a well-deserved reputation for quality and for successfully implementing projects on time.

We have demonstrated over many years a deep understanding and knowledge of, and commitment to, the education sector and the unique issues that they face.



To learn more about ECC Pay & Grading visit
www.ecc.ac.uk/payandgrading